



CONVOY DISPATCH

March-April 1986
#60



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

National Attention Focuses on TDU Efforts to Bring Democracy to Our Union

Support Builds Behind the Campaign for Right to Vote

The Right to Vote Campaign launched by TDU has begun to generate widespread support from our union membership as well as governmental agencies and the media. The rank and file petition now being circulated gets support from almost any member approached, showing that Presser and his friends do not have the consent of the governed in their denial of the right to vote for international union officers.

Winning the right to vote is a big job but recent events show that support is building all the time. During February and March the hard work and efforts of thousands of rank and file Teamsters struck a chord in Washington, D.C. as shown by a number of events.

*On February 17 the *Washington Post* ran a long and detailed front page article entitled "No Voice in the Choice; Teamster Vote Process Illegal, Officials Say" documenting that 15 current and former Labor Department officials unanimously agree that the Teamster procedure is illegal. The 15 include former Secretary of Labor Marshall, NLRB Chairman Dotson, three assistant secretaries of labor and other department election experts. The investigation was based on the 15 interviews and internal Department of Labor documents.

*At the beginning of March the President's Commission on Organized Crime released its report on business-labor corruption. The report specifically supports TDU's assertion that the U.S. Department of Labor is not properly enforcing federal election law regarding the election of top Teamster officials. It concludes that this lack of action by the Department of Labor has aided organized crime's influence over our union.

*On March 7 the Department of Labor, through spokesman Paul Williams, announced that the Assistant Secretary of Labor will be directed to "look carefully at union election procedures under the Landrum Griffin Act" to determine if the Teamster procedure should be ruled illegal. This step is in direct response to TDU action, including our lawsuit against the Secretary of Labor. (On March 6 Judge Gasch ruled that our suit was premature and would therefore have to be re-filed after the convention in May. The case continues at this time.)

*On March 8 an editorial in the *Washington Post* (reproduced on page 7) endorsed TDU's stand in court and called for Congressional action on the issue of the right to vote. Other major newspapers have done the same, including the *Cleveland Plain Dealer* which ran a front-page story headlined "U.S. to Re-Examine Teamster Voting."

*Also in March the national petition on the right to vote continued to spread, with over 40,000 signatures in so far and many others still being gotten around the country. If you have not seen a petition yet please contact us immediately to join the crusade and

add your voice to the biggest petition drive ever in our union.

The nation's attention is focused on our effort to bring democracy to our union. Ten years ago when TDU was born, and rank and file delegates went to the IBT Convention for the first time, we were labelled as "outsiders" and "agitators" and it was widely predicted that we would go away and the dream of democracy in our union would die. Since then we have proven all of that false, and in fact, shown that the dream is growing and gaining more and more support all the time.

We will not be satisfied until we win

the rights we deserve as union members, and the IBT Convention in May will be another important step forward. The recent support for the right to vote from outside the union is encouraging and welcome, but we believe that it really comes down to us, rank and file Teamster members, to show that we can save our union.

Every day more concerned Teamsters join in this crucial effort, but we need your help in the coming months to make the difference. To find out what you can do see the special centerfold section in this issue on the IBT Convention.

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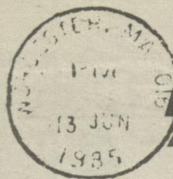


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From the Members

Right to Vote is a Necessity

I was pleasantly surprised to read of your undertaking the task of rank and file voting on International officers, and of course I will continue to support you all I can. Even though I am retired, and probably will not get to vote, however this is a *must* in my opinion, if this union is to survive! I allege this union is now dominated by politics, and dirty politics at that.

I was on the road for forty-five years, and in the union about twenty-five years. Long enough to learn how crooked some of the officials in the Teamsters were.

I feel certain that these dudes are brainwashing many rank and file members into believing that TDU is attempting to "destroy" the union. Of course it is the other way around. I firmly believe that TDU will be the salvation of this union, and I certainly appreciate your efforts.

I cannot contribute as much as I'd

like to, as my wife is a double-amputee and also a diabetic, however I think I can stand \$10 a month for ten months, and glad to do it.

I am enclosing this check for \$10 and want to thank you again for the good work you are doing

J.L. Abernathy
Retired
Lubbock, Texas

Who is Working for Who in IBT?

Do you ever ask yourself what has happened to your union? Do you think that giving back or losing ground are progress? When grievances are filed, why aren't they being won on a regular basis and why is it that the committees seem to be voting against the members? As I see it there's no other way to look at it other than the fact that union people are voting against union people. If not, there would be way more deadlocked cases. Who's working for who?

Do you ever wonder what is going to

happen to all unions and our jobs if there aren't some changes made in the very near future? It seems to me that union members have lost their unity at a crucial time, that they are thinking as individuals when it is well known that unions were built by numbers and sticking together.

Are all of the top leadership of our union the ones you would have voted for if given the choice? Do you feel it is right to have others vote for you, and if you let other people tell you who to vote for on state elections would it really be your vote? In the same way, if you let other people make all your personal decisions they wouldn't really be your decisions would they?

TDU is trying to help all members. We are small in numbers, but can grow to be big with your help. I believe it can be changed, but only when the membership starts to think about what they want—the right to vote themselves or just continue to leave it up to someone else.

TDU Member
Local 480
Nashville, Tennessee

Support P-9 Strike, Boycott Hormel

Unionists across the country are watching the strike at the Hormel plant in Austin, Minnesota, home base of Local P-9, United Food and Commercial Workers (UFCW). The UFCW International has withdrawn strike sanction and cut off strike funds. Despite this, P-9 members have voted overwhelmingly to continue.

Local P-9 is demanding job security, amnesty, and improvements in horrible plant conditions. Hormel wanted them to give in, in exchange for a company promise to merely put strikers on a preferential recall list.

The Hormel strikers are relying heavily on a boycott to put pressure on the company. P-9 asks all union members not to buy Hormel Chili, Spam, Dinty Moore, Curemaster/Cure 81 hams, and other Hormel products. Boycott flyers are being passed out at union meetings or in front of grocery stores in a number of cities.

Money has been raised by over 1,000 local unions to support the families of P-9 strikers. Solidarity rallies in New York, San Francisco, Detroit, Cleveland, and Boston have been attended by members of dozens of major unions.

The International UFCW's cutoff of strike benefits is only the latest example of its opposition to the local which goes back to 1984 when Hormel cut base wages at all its plants from \$10.69 to \$8.25. When P-9 acted to restore contract rates, the UFCW accused it of breaking the solidarity of chain bargaining and "going it alone." The International didn't want the concession pattern disturbed (sound familiar?) and has been trying to convince other unions not to support the strike.

Send contributions to Adopt a P-9 Family Fund, 316 NE Fourth Avenue, Austin, MN 55912.



Watsonville Local 912 striker Maria Rosario Moreno spoke at a recent Detroit, Michigan rally in support of Local P-9 strikers.

New York/New Jersey & West Coast Offices

To contact the West Coast TDU office, write: TDU, Box 8548, San Jose CA 95155, and call (408) 971-1035. For the NY/NJ office, write: TDU, YMCA Building, Room 619, 30 Third Ave., Brooklyn, NY 11217, and call (718) 834-0631.

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MOVING? Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1985 for one year. Our Rank & File Convention had nearly 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

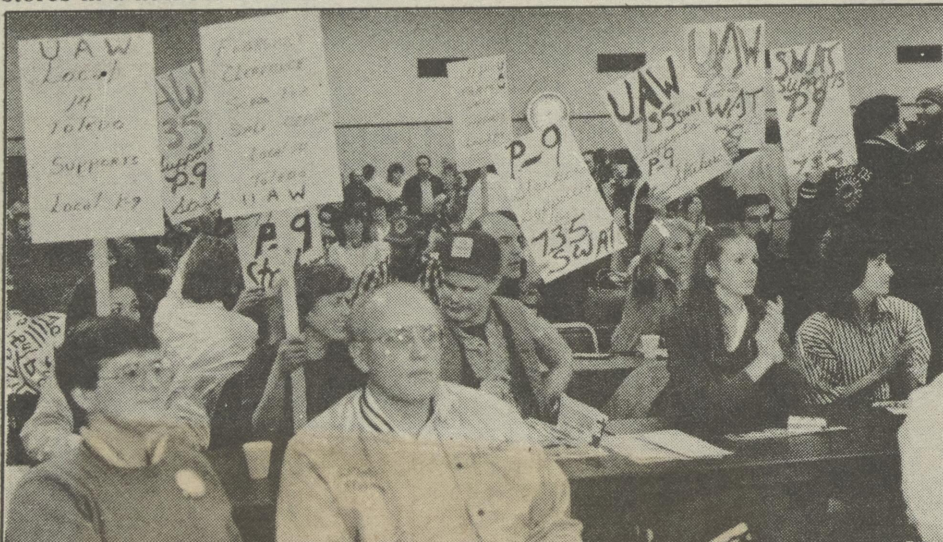
VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



P-9 support rally in Detroit on March 1.



Local 507 Members Take Legal Action Against Presser

"Ghost" Funds Repayment Demanded

In March, nine members of Cleveland Local 507—Jackie Presser's home local—submitted a letter to the local's executive board demanding that they recover the hundreds of thousands of dollars paid out to "ghost employees" from the union's treasury.

If Local 507 officers don't act responsibly on this request, the members involved are prepared to take the issue to court. They are requesting the

lost funds be recovered from Local 507 Secretary Treasurer Jackie Presser and Local 507 President Harold Friedman, since they both signed all the weekly checks made out to persons who did no work for the union.

The members also note that there have been numerous published reports "that the payments were made" with the knowledge of the FBI, and they suggest that the local move to recover

the funds from the FBI as well. Their point is that "somebody, or more probably several somebodies are responsible" for paying back the members' money.

Two "ghosts" were convicted in the scam, Presser's uncle Allen Friedman and crime figure Jack Nardi, whose father was murdered in Presser's parking lot in 1977.

The nine Local 507 Teamsters are represented by attorney Paul Levy. Presser's attorney John Climaco has informed Levy that their defense will be that there were no "ghosts," that they actually performed work. Climaco (who is Presser's personal attorney as well as IBT Chief Counsel) has also denied any FBI approval for the payments to the ghost employees.

Legal Briefs

Disciplined Ohio Signal Drivers Win Unemployment.

In February an Ohio unemployment referee ruled in favor of Local 40 Teamsters who had been suspended for 30 days by Signal Delivery Service for an alleged work stoppage. Drivers refused to work on July 14, 1985 in an effort to get some action on their contract situation. Unemployment Judge J.W. Maurer ruled that there was no contract in force, and that members were not given any form of hearing prior to suspension. Their BA had failed to pursue either of those and claimed that there was a contract in effect. Many times suspended or fired Teamsters can win unemployment benefits with a little persistence or legal help. Thanks to driver Bob Smith for winning this one.

Supreme Court Upholds Multi-Employer Pension Liability.

Under pension law, employers who contribute to multi-employer pension funds are required to contribute to the funds when they withdraw an amount necessary to provide benefits for those employees who were working for them and vested in the fund. This withdrawal liability was challenged in the U.S. Supreme Court by Woodward Sand Company of California, with a friend of the court brief filed by the American Trucking Association. The court found the law to be constitutional, stating that withdrawal liability operates as a safeguard for the participants of the fund, and that it "requires the withdrawing employer to fund its share of the plan obligations incurred during its association with the fund."

The brief filed by the American Trucking Association referred to above is not the only effort they have made to destroy withdrawal liability. The ATA has been lobbying Congress heavily on the issue, claiming that small trucking companies desperately need relief so that they can "afford" to go out of business. A bill proposed by Senator Don Nickles would begin the emasculating of the withdrawal liability provision by limiting the amount of liability to an unrealistically low rate.

Employees concerned about their pension safeguards should write their senator to show their support for the principle of withdrawal liability.

In Surprise Move, NLRB Rules in Favor of Fired Worker.

In a surprising development the NLRB ruled in favor of a worker who refused an unsafe piece of equipment and ordered him reinstated to his job. Ernest Swiger had refused to operate an Ore Bridge when he was told by fellow workers that its legs were swaying dangerously and bolts were rusted out. Swiger asked his supervisor if the union safety inspector could examine the ore bridge but the supervisor told him to go back to work. When he refused he was fired.

The board upheld the decision of a law judge who ruled that the employee was entitled to reinstatement even though an arbitrator had ruled against him. Three of four critical employee witnesses had not testified at the arbitration hearing and the testimony of another, the employee who had operated the ore bridge immediately after Swiger, had not been permitted in the hearing.

Most importantly the arbitrator's findings had directly controverted the only evidence on an important issue. For these reasons the NLRB found that the proceedings were not "fair and regular" and the arbitrator was not "presented generally with the facts relevant to resolving the unfair labor practice." This is a significant case in that it may signal a change in the board's policy of deferring to arbitration and grievance committee decisions, but employees should be aware that while the Olin case is still board law most cases that have been heard by panel or arbitrator will not be heard by the board.

Local 118 Rochester, New York

Member Beats Set-up, Wins Reinstatement

Tony Valenti
Berman's Motor Express
Local 118, Rochester, New York

It was March 15 when my wife came running into the house shouting, "It's here, it's here." She didn't have to tell me that it was the arbitrator's decision that we had been waiting for since my hearing in January. Before opening the envelope, I paused to look at my wife and two children and thought back on the tough eight months we had to endure since my firing from Berman's on trumped up charges.

When I opened the envelope it said: "The company did not have just cause in discharging Anthony Valenti on July 26, 1985 and it therefore violated Article 46 of the NMFA in doing so. The company is directed to offer Mr. Valenti reinstatement to his former job...with full seniority benefits and back pay." Now I could finally give my family the Christmas they had missed.

It all started back in July when an accident occurred at Berman's that resulted in the injury of a casual worker. I was suspended for allegedly having hit the casual employee, and soon thereafter received a letter from Berman's that I was discharged.

I could smell a set-up right away, particularly as I had announced my intention to run for union office one month before, and also due to my active role in TDU and criticism of the company for refusing to sign the NMFA. When I told Local 118 President Ernie Moyer that the union had the right to subpoena all records and information necessary to defend me he said, "We don't do things that way."

That same day I called TDU for help, and they responded immediately by putting me in touch with attorney Rich Furlong. He and I searched the contract and found that if the joint committee deadlocked my case it could go to arbitration, so we proceeded with this strategy.

At the local hearing the local offered no defense, so I defended myself and told them that if the panel deadlocked I wanted to go to arbitration. At first they said it would go to arbitration,

then reneged on that decision. We went to court to compel this right and finally, at the September 26 state panel hearing, I was told that the case was deadlocked and it would go to arbitration.

During this time my good friend Gary Comfort offered constant moral support. In November I was nominated as a candidate for President of Local 118, but was soon told I was ineligible because my September dues were two days late. I appealed to both Presser and the General Executive Board and was denied. The case is now in the hands of the Department of Labor.

Finally in January my arbitration hearing came. My attorney and I had to not only take on the company, but defend myself against the local union. The union's attorney refused to pay for the arbitration fees, yet demanded to be allowed to stay to sabotage my hearing.

I feel that this case has been a major victory, not only for me and my family but for other Teamsters as well.

I'd like to thank TDU for all their help, my family for their support, and the people who risked their jobs to come to my hearing to give testimony on my behalf. Also, Rich Furlong deserves many thanks for taking up the gauntlet and working night and day to prepare my case.

Washington Office

This page is devoted to news from the Washington office of TDU—formerly PROD's national office. Litigation, designing new legislation and reforming safety regulations—the Professional Drivers Council of TDU is here to help you. Contact us today at: PROD/TDU

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Road Drivers Still Waiting for Promised Change

Gate to Gate: Where Is It?

One of the bones thrown to road drivers in last year's freight contract was the promise of gate to gate pay on mileage. At contract meetings throughout the Central, Southern and Eastern Conferences this was lauded as the successful result of tough bargaining by Jackie Presser and the negotiating committee. Many road drivers probably voted for the contract because of gate to gate pay.

Eight months later road drivers have yet to see the gate to gate pay. Instead, they have gotten a lot of bull, lame excuses and double talk, with the result that many are wondering if they will ever see it. Some drivers have contacted TDU to suggest that legal action be taken to get what was contractually guaranteed. TDU is in-

vestigating this. If you have information that will be helpful, or would like to help out, please contact the TDU office.

Central Conference Postpones

In the Central Conference, logging of the gate to gate mileage was to be completed by November 27, 1985. A letter from Jack Yager on November 4, 1985 to all locals stated, "Please be advised that due to the complexity of logging all the routes used by the Central States Carriers, the deadline for completion of this work has been moved to no later than March 31, 1986."

According to Toledo PIE chief steward John Cotton, "The rumor is that the check points have been

established. That still means we will go way past the March 31 deadline. Although nearly a year has come and gone since the new contract, you wouldn't know it. We are still waiting for our money. I believe the gate to gate was put in the contract in exchange for the two-tier. We've got the two-tier, but no gate to gate.

"Toledo drivers are losing for every round trip to Chicago. If you make that trip twice a week you lose at least \$28 per week just for that run, which adds up to a loss of \$1,300 a year."

Southern Conference

The Southern Conference Supplement states that "All former miles will be logged under the gate to gate formula by January 1, 1986. As of March Southern Conference road drivers have yet to receive gate to gate pay and have been given no idea when they will. Drivers surveyed from Florida to Texas all consider this an important issue. Oklahoma City drivers note that they are losing money on almost all of their runs, especially to Albuquerque.

Memphis CF drivers grieved the issue but were told at the Joint Area Committee that the deadline had been postponed and that there was no new deadline! Estimates are that Memphis drivers are losing 25 miles on each Oklahoma City run, 35 miles on Dallas runs and 40 miles on Kansas City runs.

Carolina Supplement Carriers Stall

On September 9, 1985 the Carolina Negotiating Committee reached an agreement on how the new mileage would be logged and when the new mileage would be implemented. The agreement stressed the condition that "mileage checks are to be completed



Charlotte Local 71 CF driver Herman Walker has filed a grievance over the companies' violation of Article 52 and the rules set by the Carolina Negotiating Committee stating that gate to gate would be implemented by December 1, 1985.

by November 20, 1985 and are to be implemented by the carriers on December 1, 1985." Nevertheless, the employers have not implemented the new mileage and the union has not informed members as to what has happened. Nor have claims been made by the union for back pay due drivers over the failure to implement the new mileage contract.

It is more than slightly ironic that the employers aren't taken to task over contract violations with the same severity as is applied to rank and file members. No matter how rank and file members may feel about the contract, they have to live with it. If they don't, suspensions or discharges are almost certain to follow.

The same should apply to the employers who have blatantly broken the contract for months by not paying road drivers gate to gate mileage.

Isn't this another example of why our top IBT officials must be held accountable for their actions? They have failed to enforce the contract by allowing the employers to line their pockets with our hard earned money. Let's change this situation by insisting on the right to vote for IBT officials.

Freight Lines

Yager Says No Casual Road Rate.

The word from the NMFA National Grievance Committee in mid-March is that Jack Yager, Freight Director of the IBT, informed the carriers that there is no casual road rate of pay, and that casuals used as road drivers must be paid 100% of union scale (about 34c/mile in most supplements).

As reported in the last CD, Southern Conference Freight Director Don West had already given this away in his region, permitting an illegal 27.5c rate. Supposedly the national level decision should now clean up that problem, and all locals, agents, stewards and concerned drivers in the south should demand full rate for casuals, and back pay for all trips pulled at the substandard rate.

There is no reason for the carriers to get away with this. Concerned members should contact their local union, and the TDU office as well. The bogus rate is still being paid in some Eastern areas as well as the South.

This issue is important not only to affected casual drivers, but to all Teamsters, as the cut-rate wage has put more casuals on the road, diminishing the number of fulltime jobs at major companies. It appears that the NMFA contract books are now getting printed and distributed as well, at least in some areas.

Hall's Is Ninth Carrier With ESOP to File Bankruptcy.

Hall's Motor Transport has become another casualty of deregulation. On March 10 they filed Chapter 11 bankruptcy proceedings. Some 1,700 employees working outside of Pennsylvania have been dismissed. Those inside Pennsylvania have been told the company will re-open an intrastate operation but this seems unlikely.

Last spring 90% of Hall's employees agreed to give back 15% of their wages in an ESOP. Hall's repaid this kindness by giving their freight and customer list to **Overnite**, and by ending up seriously in arrears to the Central States Fund (employees take note: you are entitled to all pension credits whether the company paid in or not). The company's mother terminal in Mechanicsburg was briefly struck as the employees realized what was happening.

New Drug Testing Rules Bring No Protections.

On March 1, new drug testing rules were incorporated into the National Master Freight Agreement. No substantial changes were made to protect members from the unreliable procedures, nor was a program established to rehabilitate Teamsters with a substance abuse problem. The following is a list of changes made.

1. **Probable cause testing changed to probable suspicion.** The probable cause language was much stronger in protecting members from discriminatory use of testing by employers. With the "probable suspicion" language, the employer may require employees to take the test "based on specific personal observations the employer can describe concerning the appearance, behavior, speech or breath odor of the employee." This means you can be dragged in for testing at the whim of your boss.

2. **The employer may not require the employee to waive any claim or cause of action under the law.** This is a positive change in the rules, as the waiver form releasing the company from any damages was standard in the testing kits.

3. **The employee shall note, on a form furnished by the employer, the use of any prescription or nonprescription medications before any test is given.** Previous to these changes no such listing of prescription medications was necessary, resulting in a number of "false positive" tests due to the presence of legal medication.

Axe Falls on Jack Schang

Management Shake Up at PIE Nationwide

Keeping track of all the changes at PIE recently would probably take a fulltime detective. After the start of the ESOP program it was announced that the company had been sold to Maxitron Corp., a Chicago based investment firm. 80% of the stock in PIE was controlled by three investor owners, Gilbert Granet, Christopher Jansen and Bernard Krakower. At that time a lot of hoopla was made out of the fact that they were to spend two billion dollars in the acquisition of other trucking related interests.

On February 25, Maxitron began playing the game of executive musical chairs when the three major investors sold their interests in PIE to Morton Huff, a retail executive. Apparently the three initial investors were dissatisfied with the division of profits and the future course of Maxitron. Granet, Jansen and Krakower continued their relationship and are still planning acquisitions in the trucking industry.

On March 10, the axe fell on Jack Schang, former chairman of PIE, and

he was replaced by Huff as chief officer. PIE spokesmen said the two had disagreements over strategy for the company. In the meantime, Maxitron had sold its interests in the retail industry (mainly Weiboldt Stores) back to the original three investors.

On Friday, March 21, representatives from Teamster locals with PIE employees met in Chicago to discuss objections that the International has made regarding the sale of PIE to Maxitron. One of the Teamster representatives on the PIE Board, Robert McKersey, has filed a lawsuit alleging that all the provisions of the ESOP plan were not met in the sale of PIE to Maxitron.

Reports from the meeting suggest that the differences between Granet and the other two former majority owners of PIE went well beyond differences of opinion over the direction of the company. It is rumored that the SEC is bringing charges against the three former owners for fraudulent dealings over the sale of PIE to Maxitron.

Brock Says Chicago Officers Violated Law

DOL Demands New Local 710 Election

On March 14 the U.S. Secretary of Labor filed suit against the officials of Chicago Local 710, demanding a new election be held because of their illegal tactics in conducting the local election last September.

Some of the challenging candidates in that election told us how important this is. Dan Charleston, Signal Delivery driver who ran for president, pointed out that the members have been "totally locked out of our own union" as far as any input, and the opportunity now exists to change that. Jerry Nichols, Yellow Freight driver, agreed fully. Bob McGinnis, who ran against Bill Joyce, summed it up: "This is a fantastic decision. We've been working for years and now its paying off. It's about time that we got

a fair shot at an election. If a re-vote is held, I just hope every member will take this chance to vote."

The court action, filed by Secretary of Labor Bill Brock, calls for new nominations and a new election, to be supervised by the U.S. Department of Labor to ensure fairness. The Labor Department charges that the Local 710 officers violated the law in denying the right to mail campaign literature, in failing to provide a fair election in that proper accounting and adequate records of all ballots were not kept, and by denying members in good standing the right to vote.

In the September election, the "Eagle Slate" challenged Joyce and company, who have been in power for decades. Following the election, Bob

McGinnis and UPS driver Joe Kouba filed election protests which led to the action by the Department of Labor.

The lawsuit comes on the heels of another rank and file legal victory, where the U.S. Court of Appeals unanimously ruled that Local 710 officials denied the membership the right to vote on a bylaws change to win elected stewards. The union leaders are stalling by appealing this to the U.S. Supreme Court, which is expected to throw their appeal out quickly. Thus, there could be a vote on the bylaws change for elected stewards in the coming months.

The Department of Labor action to get a new union election will likely take longer than that, and run into next year. But the important point is that

the momentum is building in 710. The members are very likely going to get a chance at a fair vote, supervised by the Department of Labor. TDU members have worked hard for these goals for years. The time is now for others in 710 who are concerned about making positive changes to join forces with those who are making history in one of the largest Teamster locals.

As I See It

Enforce Existing Laws to Improve Truck Safety

Jerry Bay
Preston

Steward, Local 600, St. Louis

Some of us here in the St. Louis area have drafted a petition in response to the public's concern about trucking accidents that I would like to share with *Convoy Dispatch* readers. Local 600 is presently circulating this petition in the St. Louis area. To get copies of the petition write to me c/o TDU.

To: Authors of pending truck bills—U.S. Senator John C. Danforth, Missouri State Rep. William T. Dawson.

Subject: Petition for justice relating to trucking accidents.

Concern: Why is government insisting on legislative action? The Federal Government, Federal Enforcement Agencies, State and Local Police are not effective in enforcing existing laws, and it is our belief that the passing of new laws is passing the buck.

Ten Major Problems

Problem: The majority of over-the-road truckers are not paid a minimum liveable rate.

Solution: Establish a minimum liveable freight rate and pay rate. Pay to commence at home domicile until driver returns, at the minimum federal rate and overtime over 40 hours.

Problem: The number one problem a trucker faces is tired drivers. Drivers parked on shoulder of roads, crossing media, etc.

Solution: Enforce hours of service D.O.T. Build more rest areas.

Problem: Speeding trucks and cars, cutting in and out of traffic, tailgating.

Solution: Enforce the law on record.

Problem: The company and representatives originate and dispatch drivers in violation of the law.

Solution: Share the blame of violations (company and drivers). Pay the fines.

Problem: Eye problems, headlights, fog, road and side lights are not properly used or adjusted. Lack of lights on top rear of trailers. Too many shiny trailer doors. Safety reflectors not used on parked or disabled trucks.

Solution: Enforce existing laws.

Problem: Deteriorating roads. Large ruts in pavement caused by speed and weight combination.

Solution: Raise highway standards, maintain standard axle width for tractor trailer trailer and dollies.

Problem: Increase of sleeper trucks by 90%. Drivers are fatigued. Lack of courtesy.

Solution: Drivers required to sleep out of truck every other night in bed of their choice.

Problem: Narcotics, alcohol use by drivers of cars approximately 95% problem, 5% truck drivers.

Solution: Enforce existing laws.

Problem: C.B. problems. Illegal use of C.B. radio: drug peddling, prostitution. Impossible to get assistance

when needed for major problem.

Solution: Monitor channel 9 by D.O.T. and police day and night. Enforce existing laws.

Problem: Federal aid to trucking schools has flooded the market with drivers.

Solution: Eliminate school subsidies in a crowded work force.

Local 294 BA Indicted

Mike Robilotto, business agent from Albany Local 294, has been indicted along with two shop stewards on a total of 69 criminal counts for labor racketeering, extortion, improper use of union funds, income tax violations and related charges. The charges were brought by the U.S. Attorney. One scheme involved use of no-show, ghost employees in the filming of Universal Studios movie, ironically titled *Ghost Stories!* Payments were also allegedly made for providing "labor peace." Other charges concern the shifting of deposits from the welfare fund into a particular bank, in exchange for personal loans. The \$500,000 in loans were supposed to go for renovation of a restaurant, but reportedly went instead to pay off personal debts, including huge gambling losses.

Robilotto has been a vigorous critic of TDU. Now we know why.

Short Takes

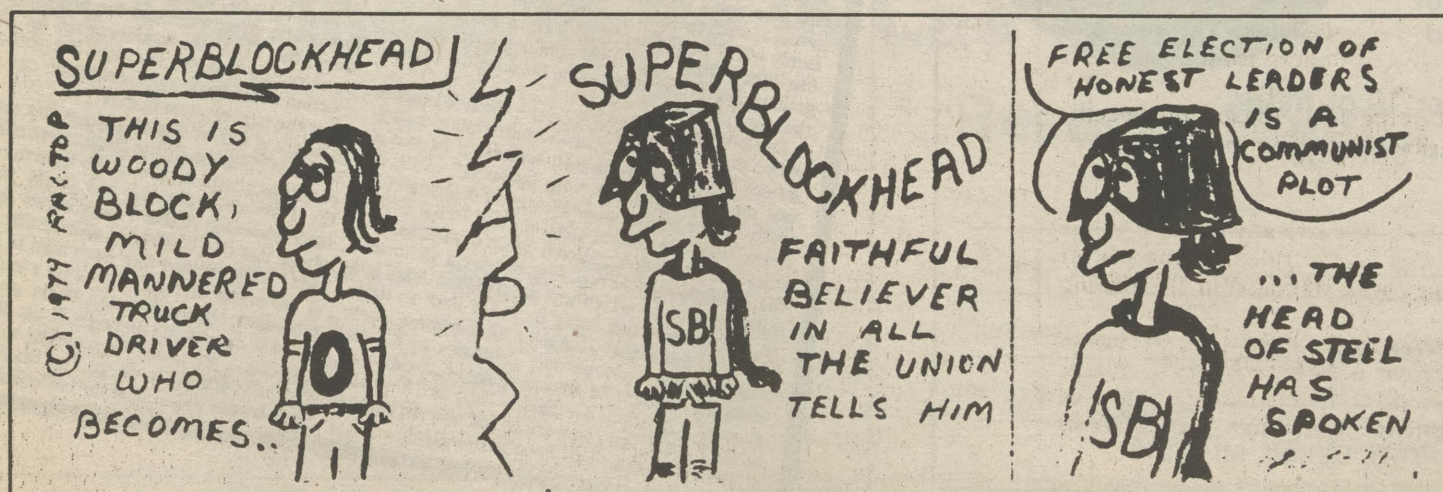
Laughed Out of Court. Sometimes certain IBT officials and employers claim that we print lies. One of them is Bob Coy, president of Michigan Joint Council 43. Coy and the president of Pontiac Local 614 decided to sue CD for libel over an article regarding the shredding of union ballot materials. The case was totally dismissed, never got to trial, and they were just ordered in March to pay us \$100.00 for our trouble. So much for that idea.

Now That's Solidarity! South African workers at the 3M company in Johannesburg stopped work for one day in sympathy with 3M workers laid off in New Jersey. The South African unionists chanted, sang and marched in protest of the closing of the plant in Freehold, N.J. That's pretty impressive solidarity from half way around the world.

New IBT Publication, "Focus on Union Administration" is worth reading. It's got many points on running a local union. Includes how meetings should be held democratically, how rank and file committees should be established, including stewards' councils, and more. Too few locals follow these guidelines. We suggest you ask your local if you can obtain this publication, which was advertised in the February *Teamster* magazine.

Rocco DePerno's Got the Faith. Upstate *Teamsters*, the official newspaper for most of NY state *Teamsters*, regularly features front page headlines about the wonders and healing powers of "Father LaFache." Some members thought they were getting the "National Enquirer" by mistake. (See article page 5 on the indictment of Albany *Teamster* official Mike Robilotto. He may need the services of LaFache!)

Dr. Martin Luther King's Birthday is now a national holiday. It's worth noting that often after a leader is gone, the authorities embrace his name but forget what he was all about. We would like to remind all *Teamsters* that Dr. King was murdered while actively supporting a strike of truck drivers in Memphis, Tennessee. Dr. King understood the value of strong democratic unions for black Americans and all Americans.



RIGHT TO VOTE

Bulletin Board

Hard work continues on the national right to vote petition, with one month left until the May 1 deadline for signatures to be in. Members who still have petitions circulating should get them in as soon as possible!

Many members are already making plans to be in Las Vegas for the IBT Convention. We would like to encourage all interested and concerned Teamsters to try to make it to Las Vegas for the week of May 19-23. This is the chance we get once every five years to let the International know that we want change.

Make Plans Early

TDU headquarters will be at the El Rancho Hotel, which is a several minute drive from the convention center. Rooms are available through us for the low price of \$35 per night (single or double room) and on Sunday night May 18 TDU members and delegates will be convening at a special banquet. Banquet cost is only \$13 per person. Use the coupon in this centerfold to make your reservations right away. We must have all room reservations in by April 15.

IBT Guidelines for Guests Released

On March 20, 1986, Jackie Presser sent a Titan message to all locals outlining the IBT policy on Teamster members, who are not officers or delegates, attending the IBT Convention.

The new policy avoids the previous problem of getting a Guest Pass from your local union, so it is better.

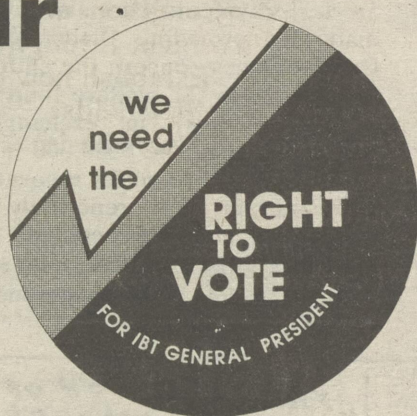
Presser's statement says "The member must be prepared to demonstrate good standing status by showing his paid up dues receipt for the month of April, together with proof of his identity (drivers license, etc.)." Thus members considering coming to Las Vegas should obtain a dues receipt for April from their local. If there is any problem in doing this, send the secretary treasurer a letter requesting a copy of this receipt or a report that your dues are paid for April, and keep a copy.

Members planning to be in Las Vegas should also be aware that airline reservations made at least 30 days in advance result in dramatic savings. Contact your travel agent or consult with the TDU office for more information on fares and other travel information.

If you believe in the Right to Vote

Show Your Feelings

Order a pin today to wear when you are getting signatures on the Right to Vote petition, and to pass out to fellow workers to let your local know where you stand.



Prices: \$1 for 1; 50¢ each for 10 or more.

I'll take _____ Right to Vote buttons.

Name _____

Address _____

City _____ State/Zip _____

Phone () _____ Local # _____

Send to: TDU, Box 10128, Detroit, MI 48210

"We Will Be a

On May 19-23, the International Brotherhood of Teamsters will hold its convention in Las Vegas. There will not be another one until 1991. At this convention our IBT Constitution and structure are up for consideration and change.

And this time, there will be elected delegates and local officers there who will present the kind of positive ideas for change outlined on this page. These delegates know that the clock is ticking for our union, that it's time to deal with union-busting employers, to restore the faith of the membership in our union before it's too late.

At this time elections are being held for delegates in a number of our larger local unions (those with over 6,000 members). And rank and file members pledged to support the "Right to Vote" are running in a number of areas, from British Columbia, Canada to Atlanta, from Los Angeles to New Jersey. And in many places in between, such as St. Louis Local 688, Toledo Local 20, Detroit Local 299, South Bend Local 364, Orange County California Local 952, New Orleans Local 270, Chicago Local 705, and others.

A few elections are over, and so far there are right to vote delegates designated from Los Angeles Local 63 and Los Angeles Local 630. In Atlanta Local 728, the rank and file forces fell short, for reasons explained on page 11. In many of these locals the rank and file are fighting an uphill battle against long odds, but they are part of the long fight to win our rights and reshape our International Union.

The kind of program outlined here will be put on the floor at the Las Vegas convention. It's a chance to stop the trend toward stripping away the rights of the members, and to begin to turn things the other way—toward a new day for our union.

The Washington Post

AN INDEPENDENT NEWSPAPER

A22 SATURDAY, MARCH 8, 1986

Teamster Elections

IT COMES AS no surprise that the President's Commission on Organized Crime has found mob links to the Teamsters. The union has been the focus of corruption charges for at least 30 years; three of its former presidents have gone to prison, and the current president, Jackie Presser, has been the target of a Justice Department strike force investigation and extensive grand jury proceedings. Still, the union continues to be dominated by men who, according to the commission, "have been firmly under the influence of organized crime since the '50s." What, other than continuing the investigations and prosecutions, can be done to change the situation?

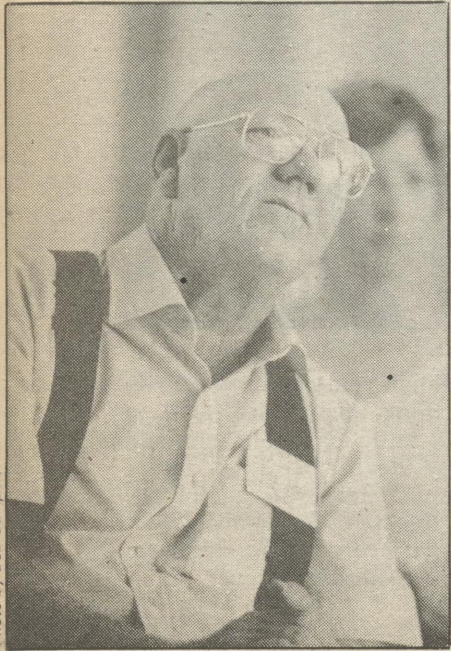
One possibility is to focus on the election process within the union. Federal law requires labor organizations to elect their national leadership by one of two methods: members vote by secret ballot directly for the president, or they elect delegates to a convention that makes the selection. The Teamsters and one other national labor organization—the Amalgamated Transit Union—use a somewhat different method, which was described in detail in a recent article in this paper by Peter Perl. In these two unions, members vote for local officers, some of whom eventually become delegates to the national convention. In the case of the Teamsters, some local elections are held as long as 30 months before the national convention, and only 40 percent of those elected actually become delegates.

In 1966 the Labor Department approved this procedure, holding it consistent with the requirements of the law. That view was reaffirmed in 1971, but since the last year of the Carter administration, department officials, both career and appointed, have sought to reverse the ruling. So far, they have not succeeded, which may be due to the political clout of the Teamsters or to the legitimate objection that the law really is unclear.

Teamsters for a Democratic Union, an organization of union members fighting Mr. Presser, took another tack by asking a federal court to require timely and direct elections for president. But this week, the TDU suit was dismissed for the procedural reason that the law does not authorize pre-election court challenges. An action can be refiled after the next election in May.

There is a third way to address this problem, and that is in Congress. Labor Department officials do not recall any recent efforts in the legislature to amend the Landrum-Griffin law and clarify the rules for union elections. Arthur Fox, a lawyer for the TDU, claims that the Teamsters' aberrational election process "is the method they have used to have a string of bad apples elected." Requiring a truly democratic procedure for electing the union president might make an important difference. If the department and the courts are unable or unwilling to act, Congress has an obligation to do so. The labor committees in both houses should start the ball rolling.

at the IBT Convention . . . "



Sam Fenn
Hadley Auto Transport
Local 63, Los Angeles, California

I attended the 1976 Teamster Convention in Vegas as Recording Secretary of Los Angeles Local 244. I was there when President Fitzsimmons told the delegates that the reformers could go to hell. I was there when Pete Camarata, Detroit Local 299 delegate, spoke the truth and I sat there when in my heart I knew he was right. Back then I thought I could make changes by being a member of my local executive board, but found instead that the only response I could get was, "My hands are tied."

This May I will be in Las Vegas as a delegate to support reform minded delegates from all across this country. I'd like to ask other delegates to not sit there silently as I did in the past. Instead, stand up and be counted.



Doug Allan
Executive Board Member, Local 208
Los Angeles, California

In 1976 I attended the IBT Convention as a rank and file member, to learn and to show support for Pete Camarata. In 1981 I attended the IBT Convention as a delegate from my local union, and joined with other officers and delegates in supporting positive reforms. In 1986 I will be there again as a delegate, joined by more officers and delegates in speaking out for democratic changes in our IBT Constitution. Won't you join me in taking positive action at this convention for a better Teamster Union?

I am looking forward to seeing many good members on May 19 that are interested in the future of our union. This convention may be a big step forward for us and for our union.

. . . To Support These Positive Changes

We will be in Las Vegas to propose changes in the IBT Constitution to bring more democracy to our union. Included will be resolutions and amendments to:

Gain the right to vote by general membership referendum on General President and other officers. International VPs to be elected by region and all delegates to the IBT Convention to be chosen by election approximately 90 days prior to the Convention.

Gain the right of seasonal workers to run for office, by abolishing the 24 month rule which rules out the majority of workers in some locals, particularly food processing and construction.

Limit officers' salaries to \$100,000. No more multiple salaries. Members' dues should be put to good use on organizing and education.

Repeal the change made at the 1981 Convention that prevents a local union from changing its own bylaws to provide for elected BAs. Each local should make that decision rather than giving all power to the International.

Repeal the resolution titled "Extending the Terms of Local Officers" passed at the 1981 Convention. This resolution called for a lobbying effort to repeal the law that requires local union elections every three years.

A more democratic union is just the beginning. The goal of democracy is necessary to begin building a stronger union. We need fresh ideas and tough new programs to build solidarity, organize the unorganized and rally Teamsters together in defense against tough union busting employers. Democracy and strength go hand in hand. At the Convention we'll be proposing the following union building resolutions and amendments:

Increase out of work benefits. To effectively take on the employers

our union needs the economic clout to back up members forced out on strike. Raise initial strike benefits from \$45 per week to \$90 and from \$55 after the fifth week to \$110.

Majority rule on all contracts, supplements and riders. End the two-thirds rule.

Gain the right to vote on all contract supplements and riders by those members affected.

Organize the unorganized. Put major resources into coordinated organizing drives in the freight, cartage, construction, warehousing, and food processing jurisdictions, in addition to local organizing drives in industrial and other sectors. Take immediate action to bring non-union divisions under contract where they are double-breasted affiliates of Teamster organized companies.

Stop signing two-tier contracts. These weaken the union by allowing a second class Teamster. Two-tier destroys unity among the senior and junior employees and breaks down the solidarity needed to face aggressive employers.

Promote solidarity with other unions. Take the lead in building alliances with the rest of the labor movement. No crossing picket lines and no raiding.

Rebuild and strengthen our master agreements. Set goals to expand each agreement through organizing and the elimination of sweetheart deals. Establish new pattern agreements and coordinated bargaining in other fields.

Involve the rank and file in organizing. Use the experience and strength of the members.

End the policy of encouraging "individual bargaining." Stop the practice of giving the green light to employers to bargain individually with employers over givebacks such as ESOPs.

I'm Planning to be in Las Vegas

☐ Yes, I'd like to reserve a room(s) at this time. Please reserve a:

☐ Single Room

☐ Double Room/Sharing with _____

For the following nights:

☐ Sun. ☐ Mon. ☐ Tues. ☐ Wed. ☐ Thurs.

ROOM COST: # of nights _____ x \$35 = _____

☐ Yes, I plan to attend the Sunday buffet dinner. (\$13 per person).

MEAL COST: # of dinners _____ x \$13 = _____

TOTAL COST: \$ _____

Reserve Rooms by April 15

Name _____

Address _____

City/State _____ Zip _____

Phone#(_____) _____ Local _____

Area Code

Send to: TDU, Box 10128, Detroit, MI 48210

Local 863, New Jersey

Action Stops Abuse of Casuals

Ken Murray
Lowenstein Service Corporation
Local 863, New Jersey

"No one can make you feel inferior without your consent."

These words spoken by Eleanor Roosevelt have never rung truer than they do right now for the IBT. Although millions strong, the IBT's strength is but a shadow of its former self, but what Mrs. Roosevelt did not say is that consent does not have to be stated, it can be implied through apathy. We are all guilty—that's right brothers and sisters, all of us, myself included.

I was like that, but fortunately for me the story has a happy ending, because through getting active with the help of TDU I have been able to win rights and benefits that my company, Lowenstein Service Corporation (a labor leasor for the Pathmark grocery chain), had denied me for years.

I hired on at Lowenstein in 1982 and at the time was told that everyone was hired as a part-timer until room opened up on the union list.

It was a good job so I took it and waited. For three and a half years I waited. One day after work I voiced an opinion with other drivers present, and the next day I was told to go see the boss. I figured that my wait was over and I was finally going to be put into the union. What I got instead was a scolding like I was a child again, and was told that if I didn't like my job I could "pack my bags and go out the door the way I went in."

Well that was the end. Soon after, in November 1985, I went to the local TDU chapter meeting. I went to the meeting, but I went with fear. Here I was twice married with five kids and not even a union member. I sat, listened, and still didn't join TDU.

But the fire had been kindled and

after the January 1986 meeting I took a trip to the New York office of TDU and joined. The TDU organizer helped map out plans to open a path for me into the union. She filled out unfair labor practice charges against Lowenstein and non-representation charges against Local 863.

Here I was lucky again. My case was assigned to Luis St. Bernard, who was so prompt and thorough it was startling, especially for a government employee. He received my charges on February 11, informed Lowenstein and the local of them on February 12, and was called back on the 14th by Lowenstein's lawyer with an offer of a settlement.

By February 18 I was a member of Local 863. Over three years of no benefits and no vacations were over in three weeks with the help of TDU and

a concerned civil servant. Even better, that was only the tip of the iceberg. As of this writing 15 other permanent casuals have been put into the union, with more to follow.

This is only one example of what TDU can do. Actually my story is only a small part of the capabilities of TDU, but it is all these small parts that make the whole stronger. But to be readily strong we need you—we need your membership, and we need your signatures on the petition for the Right to Vote for IBT officers. It has taken our union 50 years to decay to the point it is at today. It won't be changed overnight, but the time for the push is now. Brothers and sisters—not next year or at the next IBT Convention, but now. When you wake up tomorrow and look at yourself in the mirror, ask yourself if there is a price tag on your



Ken Murray, Local 863.

integrity. When you look at your wife and kids, think about what kind of legacy you want to leave for them, and if you are an idealist like I am, figure out what kind of ideals you can defend.

It is time to get off our hands and let our voices be heard. I for one have withdrawn my consent, forever.

Local 404, Springfield, Massachusetts

UPS Casuals Given Few Rights

Jerry Gaimari
United Parcel Service
Local 404, Springfield, Massachusetts

In New England (as elsewhere in the country) each UPS manager treats the contract the same. That is, they ignore it and do things their way. I am specifically referring to articles that seem clear to us but nonexistent to them.

A good example is the casual employee—those people who are hired to cover vacations on a year-round basis as allowed by Article 54, Section 10 of the New England Supplement. They join the union, get union benefits, but can work one, two or more years before getting seniority. They are completely beholden to the company, because one slip-up or show of independence, and they no longer

get called to work.

I bring this up because of two problems that came to my attention concerning casuals who were given seniority.

First problem: vacations. The two casuals in question were hired in 1984 and given seniority in January, 1986. The New England Supplement states that any employee is entitled to a vacation provided they work enough days to qualify. But the company says no, they must be on the seniority list to get a vacation even if they have worked every day since they were hired.

The second problem is their seniority dates. Instead of back-dating them to the previous October, as done in the past, their seniority began the day they were told they were fulltime employees. The contract says that

anyone given seniority within sixty days of peak that their seniority shall revert back to their date of employment. The company now claims that casuals are separate from those employees hired to cover the Christmas rush.

So even though no vacations are allowed from Thanksgiving through Christmas, they are still considered vacation casuals and their seniority will not be back-dated. I argued that if they are considered separate employees then they should not be working during the free period.

I would like to know if these or similar problems exist in other parts of the country, and if so, what's being done about it. If you have any information, positive or negative, please contact the TDU office as soon as possible.

The UPS Rank & File Daily Log Book

Keep the record straight with the charts in this durable, spiral-bound notebook. Different books for package car, feeder drivers and inside employees help you keep track of all the details that affect your job at UPS.

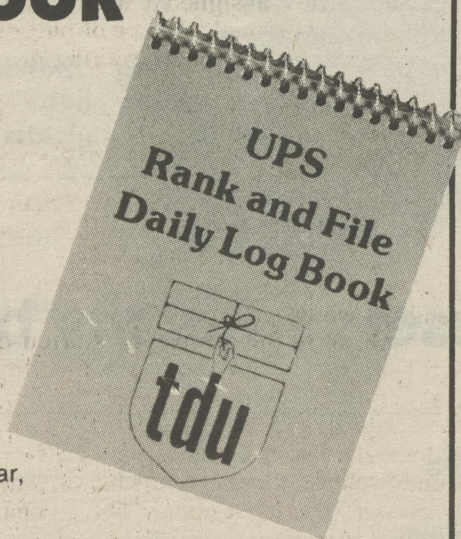
Write better grievances, and be prepared with the facts at grievance hearings. Each book lasts three months and provides ample room for your own notes.

The Daily Logbook costs \$2.50. (\$2.00 for 5 or more copies.)

I would like _____ copies for package car, _____ for inside employees.

Name _____ Address _____ Local# _____
City _____ State _____ Zip _____ Phone() _____

Send your order to: TDU, Box 10128, Detroit, MI 48210



Super Valu Teamsters Reject Concessions

Xenia, Ohio Local 957 members employed by the grocery wholesale company Super Valu have overwhelmingly rejected a concession contract offer 278-7. The contract contained various cuts for drivers, less protection against casual labor, a two-tier wage clause and other concessions.

The contract offer also reflects management's refusal to budge on the issue of subcontracting, which has become a major concern for Xenia members over the last several years. As it stands the contract still contains a broad management recognition clause that the company has used to subcontract more and more work out to non-bargaining unit employees.

Although a strike vote was taken the workers decided to return to work with the intent of pressuring management to return to the table with a better offer. That tactic has apparently worked as the company announced on March 19 that they would return to negotiations.

Super Valu had even sweetened the first offer with a \$650 bonus for each employee, but even that failed to sway the determination of the members. After returning to work many of the members placed the bonus in a special "strike fund" account, just in case it was needed in the coming weeks. Over \$65,000 is reportedly in the account, ready and waiting.

As one Super Valu Teamster reported, "Even though we have gone back to work, everyone is hanging in there and holding firm."

Meanwhile, Des Moines, Iowa Local 147 Teamsters are continuing their negotiations with Super Valu. Their contract expires on March 28. While few details on the negotiations have leaked out, one Local 147 member reports that the company's demands so far "border on the ridiculous."

Super Valu Teamsters from other areas interested in the full details of the Xenia contract offer should contact the TDU office for a copy.

"Ruthless, Inhuman Speed-up System"

Hundreds Sign Group Productivity Grievance

UPS Teamsters from the greater Detroit area are getting organized to protect themselves against increasing productivity pressure from management and steadily declining working conditions. At a meeting on March 16 grievances were simultaneously submitted to Local 243 from over 14 centers asking that action be taken to stop speed ups and intimidation.

The action was coordinated by stewards and active members in centers throughout the metro area. Over 450 members had signed the grievances as of March 16 with more on the way, including possibly hundreds from the Livonia hub.

Some Detroit members have suggested that this is a strategy that UPSers everywhere should consider in efforts to get action from their locals and organize and educate other members. With that in mind we are re-printing the majority of the Detroit grievance here for other UPSers to consider using.

It cites Article 13 on safety and health rules, Article 4 on Maintenance of Standards and Article 5. It states in part:

"We are forced to work under a ruthless, inhuman speed-up system that is designed to create such physical and mental stress that we are forced to quit, become injured, or mentally or physically too debilitated to qualify for full-term retirement benefits... Our working conditions are not being maintained at not less than the highest standards at the signing of this

agreement.' The increased harassment, 'OJS', nitpicking, verbal harassment, threats, intimidation, speed-ups, incredible work loads and ever-increasing responsibilities are creating dangerously stressful working conditions... This is being done on a well-organized, systematic basis to eliminate seniority employees and to replace us with lower paid, lower benefit level new hires..."

The remedy requested on the grievance is also worth reprinting in full: "1) An end to the constant speed-ups and ruthless pressure tactics; 2) No recognition by this union of UPS' 'Standards'; 3) A return to a more relaxed and safe working environment... 4) An end to harassment, threats, and intimidation tactics; 5) An established limit on 'OJS'; 6) A guarantee by UPS that unstable and psychotic management will be removed from operations; 7) An abolishment of the UPS Grievance panels... We would like to return to the Motor Carriers Cartage Association grievance panels or grievances to be heard by an impartial and unbiased third party such as an outside arbitrator; 8) Innocent until proven guilty."

"We demand that this local union and the IBT address these issues and if UPS cannot agree to correct these contract violations, the IBT shall invoke Article 37 on Duration and immediately reopen the contract with full rights to strike among other needs we feel must be addressed in our next contract."

I'll Be in Vegas

Michael Savvoir
United Parcel Service

Local 41, Kansas City, Missouri

The future of our jobs, the future of our union, the very future of the democratic union movement in America, cannot be trusted to the by-proxy legislation of those Teamster officials who have proven time and again that their only concern is themselves.

I'll be in Las Vegas May 19 because I believe that our strength is in our membership.



Kansas City UPSers Demand Decent BA

Michael Savvoir
Local 41, Kansas City

Over 200 members of Kansas City Local 41 turned out for a recent special membership meeting with less than 48 hours notice. This meeting, of an unannounced agenda, was a surprise to members and stewards alike. Surprised too was Business Agent Jim Catlin by the overwhelming concern shown by the UPS employees present.

Rumors had circulated before the meeting that Catlin intended to announce the appointment of shop steward Don Johnson to the soon-to-be vacated office of business agent. Johnson has distinguished himself as a pro-company man, and has earned the admiration and respect of supervisors throughout the Kansas City area.

Petitions were quickly made and circulated demanding the right to vote on stewards and agents (Local 41's

bylaws don't mandate membership election of stewards). Members who seldom have ever participated in union meetings or union activities became polarized by the thought of a Johnson appointment.

A quiet sense of indignation fell over the hall as the meeting was called to order. Aware of the volatile opposition to his intended appointment, Catlin carefully avoided the issue throughout the meeting. Tension grew until the concern finally voiced by one individual triggered the opposition of the entire membership. Catlin steadfastly denied all intentions of a Johnson appointment, but could not deny the contempt voiced by the rank and file.

Order was finally restored when Catlin, insisting that the local's bylaws made no provision for voting, agreed to accept the nominations of the rank and file!

UPS and Downs

What Happened to 1984 Contract Extension Ballots?

Remember back in 1984 when Jackie Presser conducted the secret negotiations with UPS, and secretly prepared a ballot to spring on UPS Teamsters? TDU members went to court and won an injunction to prevent Presser from pulling tricks like this and to guarantee a "meaningful and informed" vote by Teamster members on contracts.

So what happened to the ballots impounded in the federal court building in Washington, D.C.? The judge gave the IBT the choice of either opening and counting them in the courthouse with TDU observers present, or having the government destroy them. You can probably guess which they chose, and in March they were destroyed.

Supreme Court Says UPS Must Pay \$2 Million in Fines.

A Supreme Court Justice has thrown out a lawsuit filed by UPS that challenged some of the reported 10,000 parking tickets the company has failed to pay in New York City. According to the New York Department of Transportation, negotiations are now on to recover the close to \$2 million UPS owes for the fines. UPS dragged the issue to court over 9 disputed tickets, challenging their accuracy because in the space on the ticket for the make of vehicle only "UPS" was indicated. The judge ruled that this was sufficient since UPS package cars have no make or model indicated on them.

The 10,000 outstanding tickets put UPS in the record books, far ahead of any other individual or company in New York City.

Detroit Part-Time Shift Petition Gets Action.

Detroit part-timers at the Livonia Hub have saved some valuable rights by distributing a petition and turning out at a recent union meeting. During a shuffle of some of the shifts at the hub, some part-timers found out that management was refusing to allow them to take a layoff if they chose to instead of bumping into lower paid positions. In the past, both full and part-time members had been allowed this right, as stated in the contract.

Management also claimed that there were no permanent sort positions, which raised concerns that contract language requiring that members be paid at the rate of pay of their classification, even when they worked out of their classification, would be ignored.

Over 100 signatures were collected on a petition protesting these moves, with the result that management halted any attempts to eliminate permanent positions and pay. Also, members were told at a union meeting on March 9 that both full and part-time people could elect to take a layoff, as in the past, over bumping into lower paid positions.

New York Local 804 TDuers Fight Seniority Rights Violation.

At a March 16 Long Island TDU meeting a strategy was mapped out to file a group grievance over an attempt by UPS to subvert seniority rights. The company recently assigned a trailer job to a package car driver without following the traditional practice of putting the job up for bidding. There are presently some 500 members waiting on a transfer list for a chance at these trailer jobs.

Feeder Drivers: Beware of New Lock Mechanism.

Some feedback on the article in the February *Convoy Dispatch* about the potential hazards of UPS' new trailer pintle hook locking mechanism: A few months ago when I left the Visalia center the brakes on the converter gear were dragging and I stopped to check it out. They weren't dangerously hot so I thought I would go on to the next off ramp to call the mechanic.

Before I got to the ramp they started dragging worse, so I checked them again. This time the brake shoes were on fire. My first thought was to drop the rear trailer, which I did, pull forward and get clear with the first trailer, in case it got out of control so all I would lose would be the dolly.

I raised the latch on the lead trailer to release the dolly first (before I hit the button to release the air) and when I tried to release the snubber it would not release (with the latch open). The company had never told me that this was the way it worked.

Thank god I was able to grab the fire extinguisher and get the fire out before the tires caught. Other feeder drivers should take note that you must release the snubber before you raise the latch on the new trailers.

Jake Workman, Local 150

"Ten Tricks You Can Use to Steal a Delegate Election"

This month's "Right to Vote Award" goes to IBT Secretary Treasurer Weldon Mathis who showed in the recent Atlanta 728 delegate election that there is more than one way to make it nearly impossible for rank and file delegates to win. In fact, Weldon has a list of ten ways that were successful in making sure that only he the delegates he wanted would make it to Vegas from his home local. Here are his ten suggestions:*

1) Tell the members at a meeting that your local is allowed fewer delegates than you are really supposed to get. At our January meeting I announced that we would elect only one when in fact we were supposed to have three.

2) If you get caught never tell the members. If you have a TDU chapter in your local, like we do, you'll have to be more careful. In Atlanta they jumped all over us for this trick and we had to have an election for three delegate positions after they got their smart ass lawyer on it.

3) Make up some election rules and make them good and hard for the other side. Then don't give them to the other side's candidates until they start pestering you about it. There's no big rush. Just don't let the other side know what you're doing unless you have to.

4) Deny all reasonable requests that the other side makes to do a mailing. Tell them you'll charge them thousands of dollars and it will take days to get done. If you get caught, like we did in Atlanta, let them take you to court. Get your local attorney and spend the members' money on a losing case. If you lose in court and the federal judge orders you to allow a fair mailing of election literature (Yes, brothers, they beat us on this one), then send them the wrong kind of mailing labels. That'll really upset things.

5) Don't have a mail-in vote as that let's too many people vote, but still have as many polling places as

possible so that it is difficult for them to have observers everywhere, and so that you can have many separate "travelling" ballot boxes.

6) Don't take the nomination and election rules sent out from my office as International Secretary-Treasurer too seriously. For instance, I told my members that alternate delegates would not be elected separately from the regular delegates. That way you can send whoever you want to the convention in Vegas, expenses fully paid by the members, without having them elected. It's illegal, but I got away with it, and you can, too.

7) Have your son run as a candidate. This insures name recognition. Also, make him the head of the election committee. Make sure that he's the only one with the keys to the ballot boxes. Let him open the ballot boxes and inspect them at any time he wants. (P.S. - You don't have to seal the boxes either. Why go to all that trouble?)

8) In your election rules tell the other side that they have to stay 500

yards away from the polling places. (That's the length of 5 football fields.) Of course, don't worry about your people campaigning right next to the voting booths. Let them in. In fact, I flew down to Atlanta myself and did a little campaigning right at the polling places. After all, it's a good thing to keep in touch with your members every once in a while.

9) When you send out the ballot boxes to the various polling places, don't let the other side inspect them to see if there are any stray ballots in them.

10) Get some vans and have your business agents drive people to the polls to vote. Of course, make sure you let people know that it wasn't done on union time or with union funds. That would be against the law, wouldn't it?

* No, Weldon Mathis did not actually write this story for *Convoy Dispatch*, but he and other Local 728 officers did use every one of these tricks in the delegate election.

"Thanks for Your Support"

On behalf of the candidates on the Right to Vote Slate and the Atlanta Chapter of TDU, we would like to express our thanks to the many brothers and sisters who campaigned, were observers and helped with literature. Our efforts certainly were not in vain as we began to chip away at the undemocratic processes in our local union. We have protested the election and will keep Local 728 members up to date on any developments.

We would also like to thank the hundreds of good union members who supported and voted for us in the delegate election. We would like to pledge to you that we will continue to be a strong force in Local 728 for a better union.

This battle is over, but the big fight remains. We'll be in the thick of things until we have the right to vote.

—Doug Mims
Local 728, Atlanta

Local 654, Springfield, Ohio

Charges Filed Over Election

Local 654, based in Springfield, Ohio, has a membership composed of carhaul, freight and other jurisdictions. For over twenty years the local was run by Sec. Treas. James Feldis. About five years ago, Feldis appointed Don Hager to the top position and initially, according to TDU members in the local, Hager did a good job. But, when his representation of the membership started to slip, three members decided to run an opposing slate in the election last fall.

The incumbent officers tried a new trick to eliminate this unprecedented opposition. They sent a letter to the local's members notifying them of a nominations meeting on December 8,

1985. For those members who could not attend the meeting, the local offered the option of a mail-in nomination. The letter said, "Nominations may be made in writing signed by two members whose November dues are paid. Written nominations may be made by registered mail and must be received by 4 pm November 26."

Albert Knically, J.L. Brown and Ron Bowshier complied with this written nomination procedure. They were rudely shocked the day after the nominations meeting when they received a letter from the local stating that they were ineligible to run. To be eligible they were told that they should have attended the union meeting or

submitted a written acceptance at the meeting.

Infuriated by the local's tactics, the three members exercised their rights of appeal under the IBT Constitution and wrote to the general president on December 11, asking that the local's decision be overturned.

Presser never replied to the letter, and as a result the election was held with no opposition. The three members are now planning to file charges with the Department of Labor asking that a new election be held.

TDU membership is on the upswing in the local, with several members working to build TDU and eventually develop a local chapter.

UPSers Concerned

Certification Brings Speed-up in Iowa

Joe Bales-Henry
United Parcel Service
Local 90, Des Moines, Iowa

Last November Des Moines, Iowa UPS management imposed a new scheme to step up driver productivity called "Certification."

Under this plan a supervisor will ride with each driver for a period of three to four days, measuring performance on a multitude of factors. Each morning, to secure high performance, the supervisor inspects the drivers package car to make sure that all parcels are loaded appropriately.

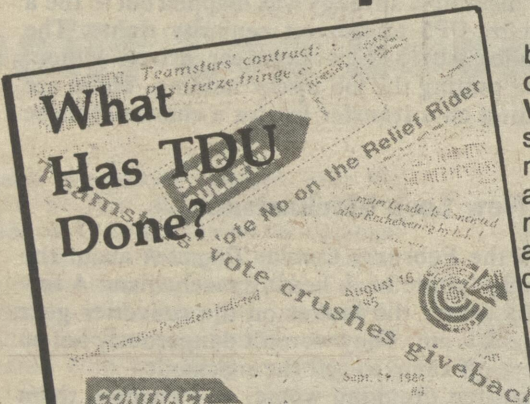
After training the drivers receive a letter from management that states that he or she has learned safe and proper methods of delivery which will make their job easier and more productive.

As a result of certification a driver has already been suspended for being overallowed on deliveries. Management argues that if proper methods were used drivers would not run overallowed.

To say the least, tension is rising in the center and drivers are now discussing ways to stop the productivity harassment. As of this time no grievances have been filed, but most drivers agree that they need to stick together to overcome the company's harassment.

One way some drivers have found to help protect themselves and others is to keep daily records in the TDU Daily Log Book. In it everything can be recorded that affects driving, from daily weather conditions and number of deliveries to breakdowns and more.

New Pamphlet from TDU



A new pamphlet published by TDU should be a tremendous help to TDU recruiters. **What Has TDU Done?** answers one of the most commonly asked questions, and is an impressive list of TDU's many accomplishments. Prices are 50c each; 40c each for ten or more.

Name _____

Address _____

City _____ State _____ Zip _____

Number ordered _____ Amount enclosed \$ _____

Return to: TDU, P.O. Box 10128, Detroit, MI 48210



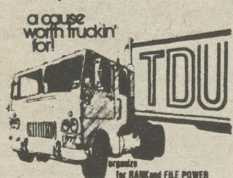
Show Your Pride in TDU

Order a TDU Jacket, Vest, Hat or Sweatshirt Today!

Getting ready for winter? Don't shop at J.C. Penney's — buy warm and durable winter wear from TDU. Get ready for winter and support TDU at the same time. We now have well-made jackets, vests, hats and sweatshirts available.

The TDU Hat is blue and white with the TDU emblem in red, yellow and blue on the front. It's made of tough, "breathable" nylon mesh, and adjusts to all sizes. Prices: \$6.50 each, \$5.00 for orders of 5 or more.

TDU Jackets and Vests are blue with the Teamster and TDU patches on the front, and "A Cause Worth Truckin' For" logo on the back. Lined jackets and vests: \$22.00. Unlined Jackets: \$17.00.



TDU Sweatshirts: This new item comes in a variety of colors and is emblazoned with the "Cause Worth Truckin' For" logo. Crew neck: \$10.00. Hooded, zipper sweatshirt: \$12.00.



Enclosed is \$_____ for:

	Size	Quantity	Color
Lined Jackets	_____	_____	_____
Unlined Jackets	_____	_____	_____
Vests	_____	_____	_____
Hats	_____	_____	_____
Crewneck Sweatshirts	_____	_____	_____
Zipper Sweatshirts	_____	_____	_____

Name _____

Address _____

City _____ State _____ Zip _____

Mail to: TDU, Box 10128, Detroit, MI 48210

TDU Meets

Atlanta, Georgia
Saturday, April 5
7:30 pm
College Park Fire Department
Sullivan Road
College Park, Georgia

Flagstaff, Arizona
Monday, April 14
7:00 pm
Ramada Inn
East Flagstaff, Arizona

Kingman, Arizona
Sunday, April 13
8:00 pm
Room 221
Silver Queen Motel
Kingman, Arizona

Knoxville
Saturday, April 12
1:00 pm
Hollywood Restaurant
4313 Papermill Road
(East of I-40, Exit 383)
Knoxville, Tennessee

Nashville
Sunday, April 13
1:30 pm
Briley Parkway Holiday Inn
2200 Elm Hill Pike
Nashville, Tennessee

New Jersey
Sunday, April 6
11:00 am
Management Labor Center
Rutgers University
New Brunswick, New Jersey

Philadelphia Area
Saturday, April 5
7:00 pm
Quality Inn
2015 Penrose Avenue

South Bend, Indiana
Sunday, April 20
1:00 pm
Carriage House Apartments
Community Building
Mishawaka, Indiana

Southern California
Sunday, April 13
11:00 am
Guirado Park
5760 Pioneer Boulevard
Whittier, California

Tucumcari, New Mexico
Wednesday, April 16
7:00 pm
Ramada Inn
Tucumcari

Worcester, Massachusetts
Sunday, April 20
9:00 am
Elks Club
Auburn, Massachusetts

Worcester Spring Dance
Saturday, April 12
6:00 pm - midnight
Regency Motel and Restaurant
889 Boston Turnpike (Rte. 9)
Shrewsbury, Massachusetts

TDU Chapters on the Move

Carolina Teamsters Meet. Teamsters from Charlotte, Winston Salem, and Hickory, North Carolina and Greenville, South Carolina met in Charlotte on March 15 to begin to revitalize the TDU Chapter organization in the area.

Plans were made to begin a campaign throughout the area on the issue of gate to gate mileage pay for road drivers under the Carolina Supplement to the Master Freight Agreement. Other points of discussion included the national Right to Vote Petition (over 2,000 signatures have been collected from the area) and the beginning of an area newsletter to keep local Teamsters informed of happenings in their area.

A temporary steering committee for the chapter was selected and plans are in the works for regularly scheduled meetings and an educational conference in the area for sometime in late spring.

The Northwest Ohio TDU Chapter recently elected a new steering committee and co-chairs for 1986. The new co-chairs* are John Cotton, Chief Steward at PIE; Eugene McCord from the Roadway garage; and Marvin Fortney, also from PIE. Konstantine Petros, Roadway Steward, remains editor of the chapter newsletter, the **Straight Shooter**.

The Northwest Ohio Chapter had a very successful year in 1985, becoming the second largest TDU chapter in the

country. 2,000 copies of the latest **Straight Shooter** have been distributed throughout the area, and the chapter has held two very successful fundraisers within the last few months, putting some \$2,000 into the chapter's account.

The New York Metro Chapter held a meeting on March 1 attended by about 30 members from locals 27, 138, 237, 707, 814 and 966. The New York Regional Organizer gave a report on the right to vote campaign and the IBT convention in May. Plans were made to send a small group to work places where contacts have not yet been made to solicit signatures on the right to vote petition. Local 707 members Eddie Hernandez and Bill Roscoe gave a presentation on "Building Unity through Solidarity" followed by a discussion of how to make unions stronger by uniting workers of all nationalities.

Brian Elliot of Local 966 reported on the Watsonville California strike and showed a video tape about the strike. On March 15 the chapter co-sponsored a forum on the Watsonville strike, which was attended by about 80 people.

The Local 138 Rank and File Committee meets regularly and is now publishing its own newsletter, **The Bottom Line**. Local 138 represents truck drivers and warehouse workers from New York city, Long Island and New Jersey. TDU members are reach-

ing out to new shops in the local and preparing for the election in December 1986.

The Newly reconstituted New Jersey Chapter is fighting for improved pension benefits and the reduction of overuse of casual drivers. With a couple of victories under their belts in both areas the chapter is off on the right foot and expects to elect a formal steering committee at its next meeting.

Western Massachusetts TDU recently held a very successful meeting that brought together members from Consolidated Freightways, Transcon, Yellow Freight, UPS and others. Plans were set to expand the chapter newsletter to include more news from freight companies and other jurisdictions in the local.

Waterbury, Connecticut Local 677 members held their first TDU meeting ever on March 9 to discuss local problems and establish a TDU Chapter in the area. A good turnout from a number of companies was evidence of a high level of interest in TDU. An organizing committee was established to encourage the growth of TDU in the area and plans put in motion to have a follow-up in the near future. Thanks to Hartford and other area members for attending this meeting.

The Washington, D.C. area has always had a good number of TDU members, but never a chapter organ-

izing committee or regular meetings. On March 1 that all changed when over twenty area Teamsters attended a special organizing meeting. Both Local 639 and 246 were represented, with members present from Yellow Freight, Carolina, UPS, Pepsi, Safeway and McLean.

Many local and national issues were discussed and a decision was made to focus on the right to vote campaign as a first project.

Two of the UPS members involved, Tony Smith and Doug Bell, followed up the meeting the next week by setting up a table at the Alexandria UPS parking lot to collect signatures on the petition and distribute 60 Minutes write-in campaign postcards. On the first day their efforts were interrupted by the center manager, who told them to "pack it up." But after consulting with the TDU office, they found out that they were well within their legal rights, and returned the next day prepared for a confrontation.

This time the center manager didn't appear, and a number of new TDU supporters showed up. Every employee who passed by signed the petition, adding over 80 names.

Washington area Teamsters from any company who are interested in finding out more about the local TDU should contact Roland Nelson at 423-2533, or Tony Smith at (703) 569-3754.

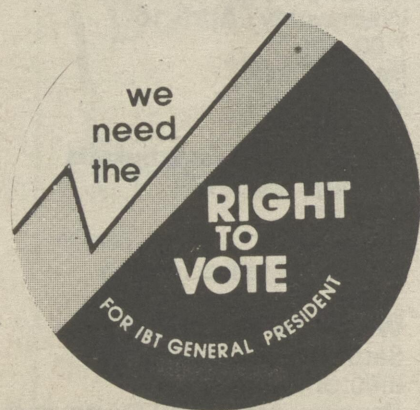
Help Win the Right To Vote and Support the Rank & File Delegates

1. Join TDU by using the membership application below. Your dues go a long way with us and membership is strictly confidential. Add your voice to the tens of thousands of others who support the organization that supports the interests of rank and file Teamsters.

2. Distribute Convoy Dispatch, the national rank and file Teamster newspaper that covers all the news that Jackie won't print. For an incredibly low price you can get extra copies of Convoy each month to pass out to other members in your local and place of work.



Membership Application



Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone(____) _____ Company _____

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production ☐ Other _____

☐ \$25 membership fee — for one year's membership & subscription to **CONVOY DISPATCH**.

☐ \$60 three year membership fee. (\$10 of this shall be rebated to the local chapter.)

☐ \$15 annual dues for spouses, retirees, and Teamsters who gross less than \$12,000 a year.

____ Yes, I will distribute **CONVOY DISPATCH**. Please send me the following number of copies per month:

☐ 10(\$3)

☐ 20(\$4)

☐ 50(\$5)

☐ 100(\$9)

Send to: TDU, Box 10128, Detroit, MI 48210